



How Safety and Health Programs Can Reduce Costs

Lance Wheaton, Program Coordinator, Drug Free Workplace Program

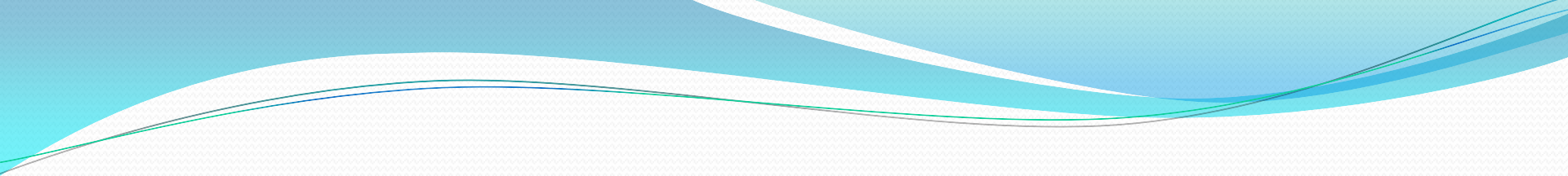
Larry Tennant, Safety Coordinator, Kirby Building Systems

Kiah Clayton, Safety Coordinator, Bridgestone



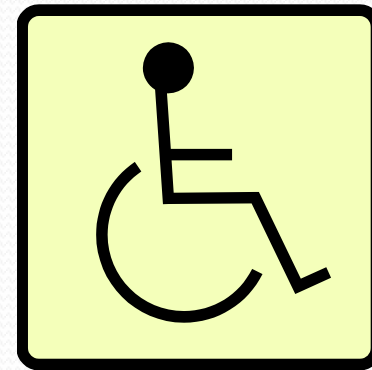
How Safety and Health Programs Can Reduce Costs?

Examples of success through OSHA's
four-point system for Safety and Health
Programs



TOSHA believes the information in this presentation to be accurate and delivers this presentation as a community service. As such, it is an academic presentation which cannot apply to every specific fact or situation; nor is it a substitute for any provisions of 29 CFR Part 1910 and/or Part 1926 of the Occupational Safety and Health Standards as adopted by the Tennessee Department of Labor and Workforce Development or of the Occupational Safety and Health Rules of the Tennessee Department of Labor and Workforce Development.

The Tennessee
Department of Labor
and Workforce
Development is an
equal opportunity
employer/program;
auxiliary aids and
services are available
upon request.



Speakers:

- Garrett Rea, Program Manager – TOSHA Consultative Services
- Kiah Clayton – Safety Coordinator, Bridgestone Warren County
- Larry Tennant – Safety Coordinator, Kirby Building Systems



TOSHA's Exemption Programs:

- Voluntary Protection Program (VPP)
- Safety and Health Achievement and Recognition Program (SHARP)



VPP and SHARP...

VPP

- OSHA Enforcement
- Recognizes companies:
 - Fixed site
 - Low injury rates
 - Effective S&H program
- Exemption from general schedule inspections

SHARP

- OSHA Consultation
- Recognizes companies:
 - Fixed site
 - Low injury rates
 - Effective S&H program
- Exemption from general schedule inspections

Program requirements...

- Operational history with injury rates:
 - Rates must be below national averages for award status for both programs
 - SHARP customers have an 18 month period to reduce rates/improve program
- Effective safety and health program (OSHA's 1989 guidelines)
- Joint management-employee effort

BRIDGESTONE



Bridgestone – Warren County

- Bridgestone Americas Manufacturing Group
- Facility sets on 906 acres
 - 46 acres under roof
 - 710 acres of designated wildlife habitat
- Produces Truck Bus Radial Tires
- Enrollment = 1,075 Teammates



About Us

- Plant constructed in 1989
- First Tire Plant in US to obtain VPP Star (1997)
 - Two more tire plants have obtained VPP Star since, both are Bridgestone facilities
 - Aiken Passenger Tire Plant – South Carolina
 - Bloomington Off Road Tire Plant – Illinois
- VPP Timeline
 - 1997: Warren Achieves VPP
 - 2000: Warren Recertified
 - 2005: Warren Recertified
 - 2009: Warren received 2 year extension
 - 2011: Warren Recertified



A **NUCOR** Company



- Kirby Building Systems is a division of Nucor that produces custom, pre-engineered steel buildings.
- Buildings are typically single story warehouse, industrial, and airplane hangar style buildings, but can include retail structures and religious facilities.
- 250 employees, counting our 19 regional sales managers





Kirby Historical Timeline

- 1955 – Founded in Houston, TX (GC Firm)
- 1959 – Began selling under Mes-Tex Buildings brand
- 1966 – Acquired by Kirby Industries
- 1973 – Built Portland, TN plant
- 1984 – Consolidated manufacturing and Corporate HQ into single facility in Portland, TN
- 2000 – Acquired by MAGNATRAX Corporation
- 2007 – Acquired by Nucor Corporation



December 23, 2010



June 8, 2012



What are we up against?

- 12 occupational fatalities a day...
- BLS estimates that workplace injury/illness costs are 3% of the US Gross Domestic Product



Costs of Workplace Accidents (2003 Data, Liberty Mutual):

\$50.8 Billion Direct/Indirect costs each year

- ...or approx \$1 Billion a week total

145,000,000 on average employed

- ...or \$350 services of EACH worker in America per year
- ...or a dollar a day per worker in the US.

Are there other “costs”?

Some workers cite the cost to them and their families. This can include loss of earnings, quality of life, psychological and other costs.



OSHA's Four Point Safety and Health Management System:

- Not a “legally required” program....good faith and I2P2???
- How a company formally deals with safety and health issues – a roadmap
- OSHA 1989 Guidelines gave a four element approach, OSHA Handbook for Small Businesses
- Ties in with the path to VPP and SHARP

1989 OSHA Program Elements (Four-Point):

- Management Leadership and Employee Participation
- Workplace Analysis
- Hazard Prevention and Control
- Safety and Health Training and Education

1989 OSHA Guidelines, Four-Point System:

I: Management Leadership & Employee Participation

Core elements program elements:

- Clear S&H Policy

Overall Policy of S&H that will set worksite culture.

- Clear (measurable) Goals and Objectives

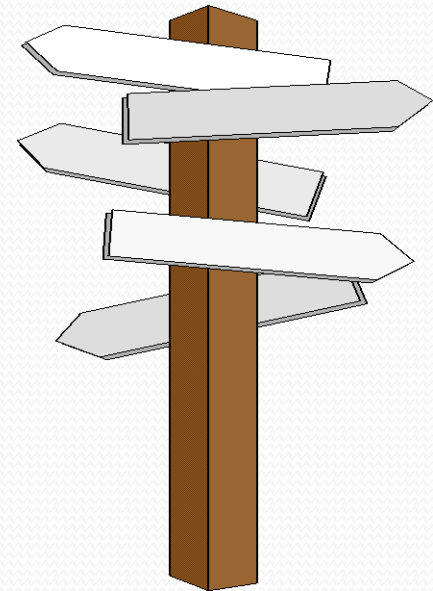
What are our goals, how will we meet them?

- Management (visible, guiding S&H)

Active and visible role, set the pace.

- Employee Involvement

Active roll and participate in “our” program.



Responsibilities and Resources in the program:

- Assigned S&H Responsibilities
Guidance, what is your role in the system?
- Authority and Resources for S&H
Tools and ability to do the job.
- Accountability
Measure individual performance in S&H.
- Program Review (Quality Assurance)
Where do we stand, what is working and what isn't?



MANAGEMENT LEADERSHIP

VISIBLE MANAGEMENT LEADERSHIP

Management Commitment and Teammate Involvement

- Manager Covenant:
 - **Under No Circumstance, will we, through our actions and decisions as managers, compromise the Safety of our Teammates**, the Trust and Confidence placed into us by our customers or the Integrity of our company.
 - All meetings begin with safety and reading of Covenant



VISIBLE MANAGEMENT LEADERSHIP

- All meetings began with Safety
- Daily Status Report
 - Reviews any near misses, first aids, other safety issues
- Daily Management Walk-Through and Audits
 - Management speaks with teammates on safety related items “Voice of the Customer”
- Group Leader Control Points
 - Ensures supervisors meets safety objectives
- Quarterly Safety Reviews by all department managers

TEAMMATE INVOLVEMENT

Safety

TEAMMATE INVOLVEMENT

- Hiring Process
 - **Key to our success**
 - Geared toward finding highly motivated, self directed, teammate
 - Includes:
 - Basic Skills Test
 - Assessment & Interview
 - **Both hourly and salaried teammates** participate in the process

TEAMMATE INVOLVEMENT

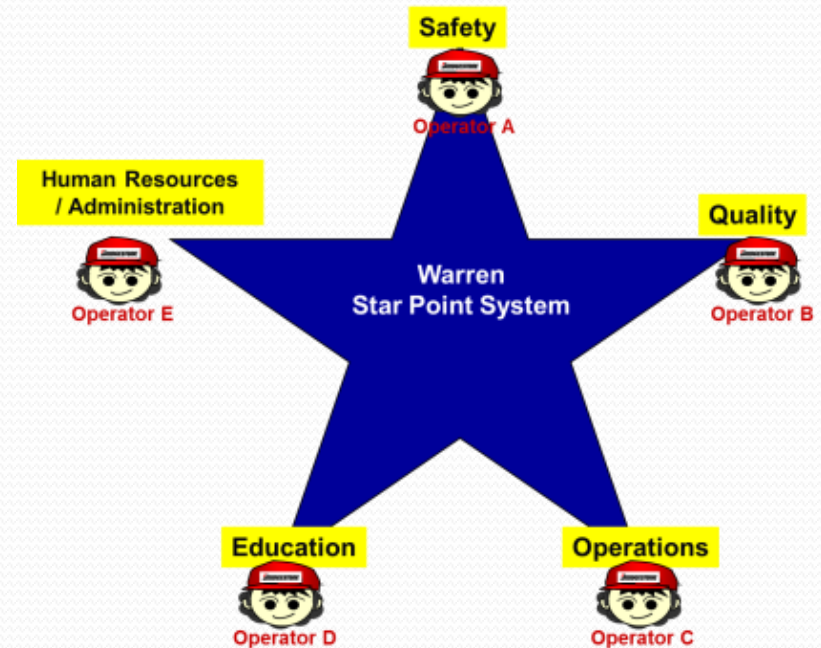
- **Teammate Involvement in Safety – 3 Areas**
 - Safety Star Points
 - Safety Committee
 - Ergonomics Committee



SAFETY STAR POINTS

- **Responsibilities:**

- Attend Star Point Meetings
- Conduct monthly safety audits and track countermeasure activity and report back to group
- Conduct "education" at every Start-of-Shirt meeting. This would include Near Miss reports, 1 point lessons, videos, injuries from other plants, etc.
- Track completion of annual safety education for the group and report back to the Department manager
- Near Miss and accident reports - review, compete, and file
- Coordinate safety & emergency drills
- Check safety equipment
- Coordinates 4S audits



TEAMMATE INVOLVEMENT - COMMITTEES

- ROLES
 - Reviews all plant safety program changes
 - Educate team members on program changes or safety modifications
 - Identifies and works on process improvements
 - Review and maintain department records
 - Near Miss System
 - Star Point Audits
 - Safety Education Records
 - Meets quarterly with crew star points to share information
 - Work on special safety projects
 - Administer safety education within department
 - LOTO
 - HazCom
 - EAP
 - OSHA 10 hr. Outreach

COMMITTEE - ACTIVITIES & AWARDS

- **Safety Committee** competes in annual Knowledge Competition at the Tennessee Safety & Health Congress
 - 2008 - Won first place
 - 2009 - Runner up
 - 2011 - Runner up
 - 2012 - Runner up
- **Ergo Committee** participates in annual International Ergonomics Cup
 - 2007 - Won Simplicity Award
 - 2009-13 - Two projects selected



Management commitment and teammate involvement

Nothing is more important than
safety.

NOTHING!

– John Ferriola, President & CEO Nucor
Corporation

Our commitment is to send our teammates home safely. We will continue this by providing outstanding safety and health protection to teammates through management systems and teammate involvement.

facility. Our commitment is to send our employees home safely. We will continue this by providing outstanding safety and health protection to teammates through management systems and teammate involvement.

 General Manager	 Production Manager	 Sales Manager	 Controller
 Engineering Manager	 Safety Coordinator	 Customer Service Supervisor	 Components Supervisor
 Accountant Supervisor	 Estimating Supervisor	 Drafting Supervisor	 Asst. Drafting Supervisor
 Asst. Drafting Supervisor	 Engineering Supervisor	 Drafting Team Leader	 Drafting Team Leader
 Drafting Team Leader	 Production Control Supervisor	 Structural Supervisor	 2nd Shift Supervisor
 Cold Form/Trim/Sheets Supervisor	 Environmental/Quality Cord.	 Structural Group Leader	 Structural Group Leader
 2nd Shift Struct. Group Leader	 2nd Shift Struct. Group Leader	 Shipping Supervisor	 Shipping Group Leader
 Shipping Group Leader	 2nd Shift Shipping Group Leader	 Cold Form Group Leader	 Trim Group Leader
 Maintenance Supervisor	 Maintenance Group Leader	 Regional Group Services Supervisor	 Tech Systems Supervisor
 Business Systems Supervisor	 Network Systems Supervisor		

Employee Involvement

- Centralized STEEL (Safety Tipping Empowers Employee Leadership) Committee
- 10 small groups of volunteers who participate in various roles:
 - Incident Investigation
 - Inspection
 - Training
 - JHAs
 - LOTO
 - Management of Change
 - Health and Wellness
 - Project Completion
 - Emergency Preparedness
 - VPP

- Initially the STEEL Committee was one team of approximately 12-15 people.
- Today we have 10 smaller teams with 82 current members.

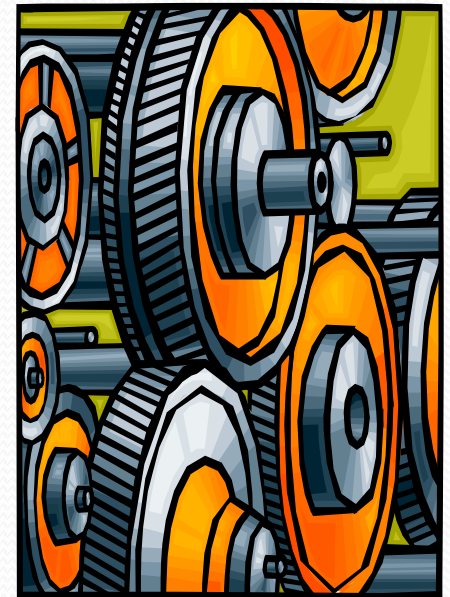


1989 OSHA Guidelines, Four-Point System :

II: Worksite analysis

Worksite analysis:

- Expert Survey (outside source)
An outside set of eyes with experience in your industry.
- Hazard Identification
 - Change Analysis (new process)
 - Job Hazard Analysis (JHA)
 - Self Inspection
- Hazard Reporting Systems
How to we report and track hazards?



AUDITING - External

- Outside Audits (minimum 6) – All Annual
 - Corporate Safety Audit
 - Corporate Industrial Hygiene
 - Fire Insurance Audit (Insurance Co.)
 - Fire/Disaster Prevention Audit – PSD & Corp. Safety
 - Radiation Safety Evaluation
 - ISO Audit

AUDITING - Internal

- Internal Audits
 - Safety Committee Audits – Monthly
 - Ergonomics Committee Audits - Monthly
 - Safety Star Point Audits – Monthly (1 audit per crew = 4 audits/month each dept)
 - Internal Safety Systems Audits
 - 4-S audits – Weekly
 - Monthly Voice of the Customer Audit
 - Satellite Audits (Contractor / Safety / Maintenance / Engineering)
 - LOTO Audits (Maintenance / Engineering)
 - Daily Fire Checks
 - NFPA required fire checks
 - SOS Checks – Machines / Mobile Equipment
 - LOTO Attachment B's (1 per machine per year)
 - Abnormal Working Standard Audit
 - Daily Hoist Inspections – Mold Shop
 - Mill Drills (1 per crew per month in Extrusion, Stock Cutting/4Roll)
 - Mill Stops (1 per week per mill)
 - Safety Observations – Curing/Final and Extrusion
 - Plus Many More Checks

AUDITING – INTERNAL AUDITS

- Safety Committee Audits
 - Each month the safety committee audits one department
 - Audit consists of both floor audit and administrative audit
- Ergonomics Committee Audits
 - Each month the safety committee audits one department
 - Audit consists of both floor audit and administrative audit
- Safety Star Point Audits
 - Each star point is required to perform one safety audit per month (minimum) per crew (4 crews = 4 audits per dept)
- Departmental Safety Systems Audits
 - Audit focus is on how each manager is administering the Line Drive Safety Process
 - Audit consists of a review of the quarterly LDP's reviews, safety education, star point activity, near miss system, and floor audit
- 4-audits
 - Unannounced departmental audit every Wednesday in one department
 - Audit focuses on housekeeping, safety, quality, etc.
 - Once Per month, Safety Voice of the Customer Audit is held for management to talk to teammates on the floor about safety issues.
- Internal Safety Systems Audits
- Voice of the Customer Audits

OVER

144,000

AUDITS/CHECKS

ANNUALLY

TRACKING AUDIT FINDINGS

- All safety audits are entered in the Safety & Health Audit list kept on the Safety SharePoint site
 - Safety and Health Audit list
 - One location for all audits
 - Allows multiple users to update and access audits
 - Allows audits be located in one central location on the server
 - Automatically generates email to the individuals who are responsible for closing out the finding
 - Graphs results for department and audit status

NEAR MISS / HIDDEN DANGER SYSTEM

- To provide a mechanism for Warren Team Members to:
 - Identify and correct safety hazards in the workplace
 - Track improvements
 - Change behavior through awareness
- To ensure Warren Team Members are:
 - Knowledgeable of, and participate in, hazard identification
 - Empowered to correct hazards on their own initiative when possible
- All teammates can access electronic system from their work stations
- Near Misses are routed automatically to ensure proper communication and closure

ITM Report Card List

Log #	Area	Reported By	Situation/Problem	Temporary Countermeasure	Potential/Suggested Countermeasure	Type of Concern	ADM Comments	Crew Leader Comments	Responsible Email	Actual Countermeasure	Projected Completion Date	Status
1000000001	Area A	David Jackson	Issue A	Temp Sol	Potential Sol	Safety/Haz. Miss	ADM Comment	Crew Leader Comment	johnson.d@hufco.com	Actual Sol	2012-12-31	Open

Team Leader: Please Review Countermeasures With Each Crew

Log # ITM # 10044

Area: Crew:

Reported By: Machine:

Crew Leader:

Situation/Problem: Crew Leader:

Temporary Countermeasure: Potential/Suggested Countermeasure:

Type of Concern: ☒ Safety/Haz. Miss ☐ Quality/Haz. Miss ☐ Engineering/Maintenance

ADM Comments:

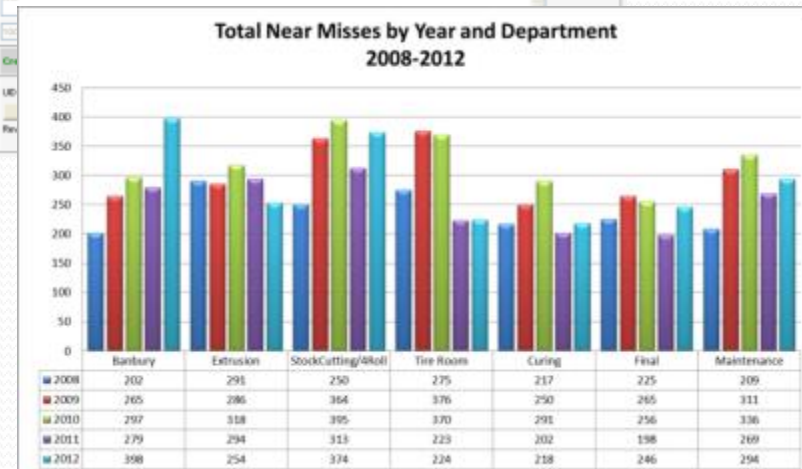
Crew Leader Comments:

Responsible Email:

Actual Countermeasure:

Projected Completion Date:

Status: ☒ Open ☐ UD ☐ Res



Assessment and Release

- All equipment undergoes a full safety release prior to being used
- Includes new equipment and modification's to existing systems
- Release included
 - PPE Assessment
 - Risk Assessment
 - Job Assessment (Ergonomics)
 - Full machine and safety checks

Industrial Hygiene

- Warren Programs include:
 - Hearing Conservation
 - Air and Noise Sampling in house
 - Ventilation System Monitoring
 - Radiation Program and monitoring

Corporate Audits

- Corporate Audits – Every Nucor division is on the Corporate Audit Schedule.
 - Steel Mills – Every Three Years
 - Product divisions – Every Five Years
 - Smaller divisions will generally have three auditors, while the larger divisions will have 4-5 auditors.
 - Audits cover often include a combination of compliance, evaluations of the safety and health management systems, and cultural attitudes.

Job Hazard Analysis

- JHA Team – Examines each individual job and task to identify hazards and the means to eliminate or at least reduce the risk of injury to our teammates.
- Works in conjunction with the supervisor and operator who performs the work every day.
- Videos – the JHA Team has begun video taping each job with the goal of providing an easy resource for new hire training.

Hazard Reporting

- Open door policy – Foster a culture of trust based on person accountability – Our accountability educating and encouraging our teammates to make good decisions.
- Anonymous Suggestion Boxes – Allows a teammate to anonymously turn in an opportunity for improvement.

1989 OSHA Guidelines, Four-Point System :

III: Hazard Prevention and Control

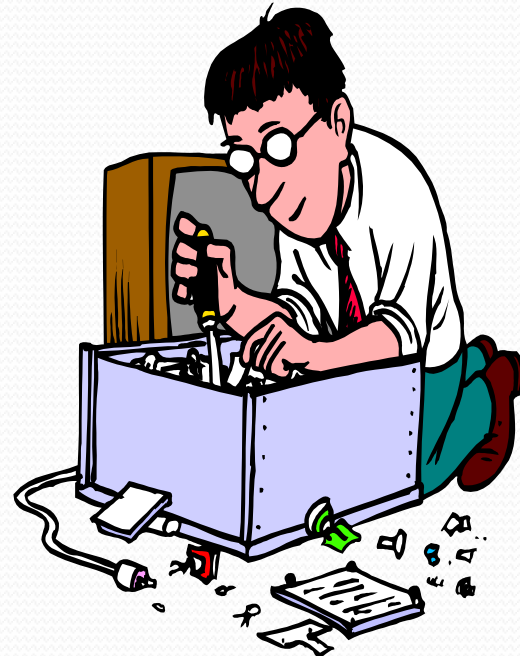
Hazard Prevention/Control:

- Timely Hazard Control

Can it be a quick fix, what about the long term?

- Equipment and FACILITY Maintenance

*Are we putting out fires,
or do we have a PM program?*



Hazard Prevention/Control: (Cont.)

- Emergency Planning
 - Training
 - Equipment



- Medical Surveillance

Beyond first aid: physicals, wellness, return to work

- Medical Treatment Availability

First aid onsite or nearby, how will this be handled?

Emergency Response/ Occupational Health Care

- 36 State certified 1st responders and 2 EMT's
- Full medical department
 - 1 physician (4 days a week)
 - 3 nurses (5 days a week)
 - Clinic open (24/7)
 - See both work related and personal issues
- Full confined space rescue team
- Emergency Response Incipient fire team
- Equipment: Ambulance, 8 AED's, Response Trailer, Fire Trailer



FIRE SAFETY

- Administer various activities to raise awareness
 - Videos
 - One-point Lesson
 - Games/Contests
 - Host the local fire department
- All teammates are educated annually on Fire Prevention and Fire Protection
- All teammates are trained on the use of ABC Fire Extinguisher using Bullex system



Fire Safety Tips



- **Flammables**
 - Keep matches, lighters and candles out of reach and out of sight of children!
 - Smoking is dangerous! No one should ever smoke in bed. Make sure that cigarettes/cigars are extinguished properly before dumping ashes.
 - Avoid grease build-up are common. Don't!
 - If a fire should occur sheet, or close the o
 - Dispose of materials containers.
 - Never put children's sleepwear can make

Fire Safety Tips

- **Electrical Safety and Heat Sources**
 - Make sure your electrical system is not being over-taxed. This can cause a fire. Do your lights dim or flicker when extra appliances are plugged in? Questions or concerns? Consult a certified electrician.
 - Inspect wires. If you find any worn or exposed wiring from appliances, discontinue their use immediately! A fire is imminent!
 - Space heaters can be dangerous if not used correctly. Make sure yours will automatically shut off if tipped over. Always use space heaters, gas fire places, and other heat sources as intended by the manufacturer. Keep all flammable materials away from heat sources! If there are young children in the house, make sure space heaters and hot water heaters are inaccessible.
 - Chimney fires are common. Have your chimney inspected and cleaned annually.
 - Keep appliances unplugged when not in use.



BRIDGESTONE warren county facility

OCTOBER - FIRE SAFETY MONTH

- Warren hosts a mock disaster drill with local emergency responders and fire departments



COUNTYWIDE DISASTER DRILL

- County and City EMS, Fire, School System, Utilities, Hospital and Warren Plant participated in a mock tornado disaster in Nov. 2012



Preventative Maintenance

- Bridgestone Warren has an extensive preventative maintenance program for each department.
- PMs follows a set schedule.
- Schedule is reviewed each week with management to ensure it is being followed closely

First Responders/Onsite Physician

- 60 teammates trained in first aid, CPR and AED use.
- Several volunteer firefighters on staff.
- Currently have one teammate working towards EMT certification.
- Doctor on site two days a week:
 - Prescriptions
 - Physicals – Pre-employment and school physicals
 - Drug Screenings
- Available to Teammate and immediate family members
- Keeps our teammates at work longer.

Preventative Maintenance

- Maintenance Manager Program
 - Developed in-house to assist with work orders and tracking Preventative Maintenance on our machines.
- Preventative Maintenance provides for systematic inspection, detection, and correction of incipient failures either before they occur or before they develop into major defects.
- By preventing equipment failure, you can reduce the risk of injury to a worker, and you can reduce the amount of down time that will adversely affect your profits.

Project Completion Team

- The Project Completion team works closely with the Inspection Team and the Investigation Team.
- As opportunities for improvement are discovered via anonymous suggestions, STOP observations, or self examinations the PCT logs and tracks the reporting and correction any item identified as deficient.
- The team is in the process of developing additional Corrective Action Reports that will be tied to our internal SharePoint portal. This will improve the accessibility to the opportunities for improvement.

1989 OSHA Guidelines, Four-Point System :

IV: Safety and Health Training and
Education

Training:

- Legally required training does not cover all workplace hazards and injury prevention



Training at three levels:

- Management- managerial concepts of S&H (goals, objectives, measures, operations), covers management's responsibilities & familiar with program
- Supervisors - ensure controls are in place, coaching/discipline, know all tasks and procedures
- Employees - involved in hazard assessment, assist with training (mentors), know safety policies and goals

SAFETY TRAINING

- The plant utilizes a standardized training schedule
- The majority of the training is given by either the Group Leader, Safety Star Point, or the Safety Committee Member
- All training material is developed and maintained by the safety department
 - Most current training material is located on the Safety Intranet/Website

WARREN INTRANET

Warren Portal > Health Safety and Security > Safety Site

Welcome Tyrie, Aaron | My Site | My Links | ?

Safety Site

All Sites [Search] Advanced Search Site Actions

View All Site Content

Safety Calendar

Safety Documents

- Safety Manual
- Safety Education
- One Point Lesson
- Serious Injury News

Teammate Involvement

- Committee Minutes

Documents

- Notification Documents
- Safety Test Keys

Discussions

- Team Discussion

Sites

People and Groups

Recycle Bin

Announcements

Blood Drive 6/25/2012 8:30 AM by T

- ACCESS TO SAFETY PROCEDURES
- ACCESS TO SAFETY TRAINING
- ACCESS TO ONE-POINT LESSONS
- ACCESS TO SERIOUS INJURY INFO

ACCESS TO SAFETY AND ERGO COMM MINUTES

Add new announcement

Safety Calendar

6/28/2012 7:00 AM Safety Star Point Meeting (A/C)

7/4/2012 12:00 AM Summer Shutdown

7/17/2012 7:30 AM Ergonomics Committee Meeting


7/22/2012 12:00 AM TN Safety Conference

Members Attending:

- Bob Pope
- Bobby Brown
- Charles Ethridge
- Jimmy Moore
- Billy Wright

ACCESS TO SAFETY CALENDAR

ACCESS TO RTM / NEAR MISS SYSTEM



Links

- Warren Home Page
- RTM/Near Miss System

Add new link

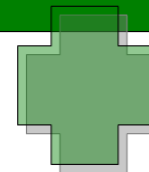
12:18 PM 6/28/2012

TRAINING MATRIX

Course Code	Subject	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
135TS	Lockout / Tagout for OT's (Authorized)	TEST							TEST					All OT's, ET's, Staff
035TS	Lockout / Tagout for ET's (Authorized)	TEST							TEST					All OT's & Staff
408TS	Lockout / Tagout Proficiency (Hands-on)													Engineering Technicians (ET's)
030TS	Orange Tag/Abnormal Conditions													Engineering
041TS	Reporting Injuries & Illnesses													First Responders
042TS	Access to Med/Exp Records													Warehouse, Receiving
007TS	Fire Extinguisher Usage/ Fire Prevention													EXT OT's and all ET's
066TS	Warren Security Policy													BB OT's and BB ET's
405TS	C-TPAT (General)													SC/4R and Final OT's and Staff
406TS	C-TPAT (Supply Chain)													Extrusions & Stock Cutting OT's/ET
018TS	Hazardous Communication (Refresh)													PE Shop and Tech Services
043TS	EMS / Waste Management													
032TS	Emergency Action Plan / Take Shelter & Evac Drill			TS					EVAC					
070TS	Knife Safety Awareness													
136TS	Blood borne Pathogens													
061TS	Voluntary Protection Program													
015TS	Hearing Conservation													
057TS	Return to Work Policy													
058TS	Near Miss System													
075TS	Compressed Gas Safety													
044TS	Resp. Protection / Voluntary Dust Mask Use													
038TS	Personal Protective Equipment													
006TS	Drug Awareness													
059TS	Respiratory Protection- Required													
031TS	Powered Industrial Truck Recert													
037TS	Hot Work Management System													
078TS	Fire Watch Education													
404TS	Aerial / Scissor Lift Training													
385TS	Fall Protection													
133TS	Electrical Safety Awareness - Unqualified													
054TS	Hot Batch Training (CLASSROOM)													
403TS	Hot Batch Proficiency													
114TS	Radiation - Accelerator													
214TS	Radiation - X-Ray													
407TS	Incipient Fire Training and Incident Command													
051TS	PRCS Rescue Training													
033TS	Electrical Safe Work Practices- Qualified													
039TS	Permit Required Confined Space Awareness													
139TS	PRCS Entrant/Attendant/Supervisor													
456TS	Hydrogen Safety - Refueling													
457TS	Hydrogen Safety - Storage Entry Access													
072TS	Tire Mounting Safety													
074TS	Tread Buffing Safety													
464TS	Misc Maintenance Safe Work Practices													
465TS	Extruder Safety & Extraction Education													



**2012 Warren Plant
Required Safety
Training Schedule**



Updated: 12/8/2011

SAFETY TRAINING

- Managers and Supervisors
 - Complete all annually required safety education
 - Complete mandatory 8-hr safety supervisor course each year
 - All managers and supervisors must complete OSHA-10 Outreach course
 - Complete Corporate Safety Training modules

SAFETY TRAINING

- Teammates
 - Complete all annually required safety education
 - All safety star points complete OSHA-10 Outreach course this year
 - (350 Teammates to date)
- Contractors
 - Complete annual training as required per the individual contractor company
 - All contractors are given the “Warren Contractor Safety/Environmental” orientation annually
- New Hire Safety Orientation
 - 2 day Orientation given by Safety Department
 - Over 40 topics are covered during this orientation to ensure teammates understand the plant expectations
- Visitors
 - All visitors are required to watch plant specific training “Visitor Video”

Safety Training

- Monthly Safety Meetings
 - Talk about safety issues, both work related and non-work related topics.
 - If someone gets hurt off the job, are they any less hurt?
 - Does it still have an impact on the effectiveness of your team?
 - Sure it does. It affects: morale, productivity, insurance costs

Common Topics

- Distracted Driving
 - Cell Phone, radio, eating or drinking while driving
- Ladder safety
 - Hanging Christmas lights or cleaning leaves out of a gutter
- Fire Extinguisher Use
 - Do you know which fire extinguisher to use on a grease fire in your kitchen?
 - Class B extinguishers are used on combustible liquids

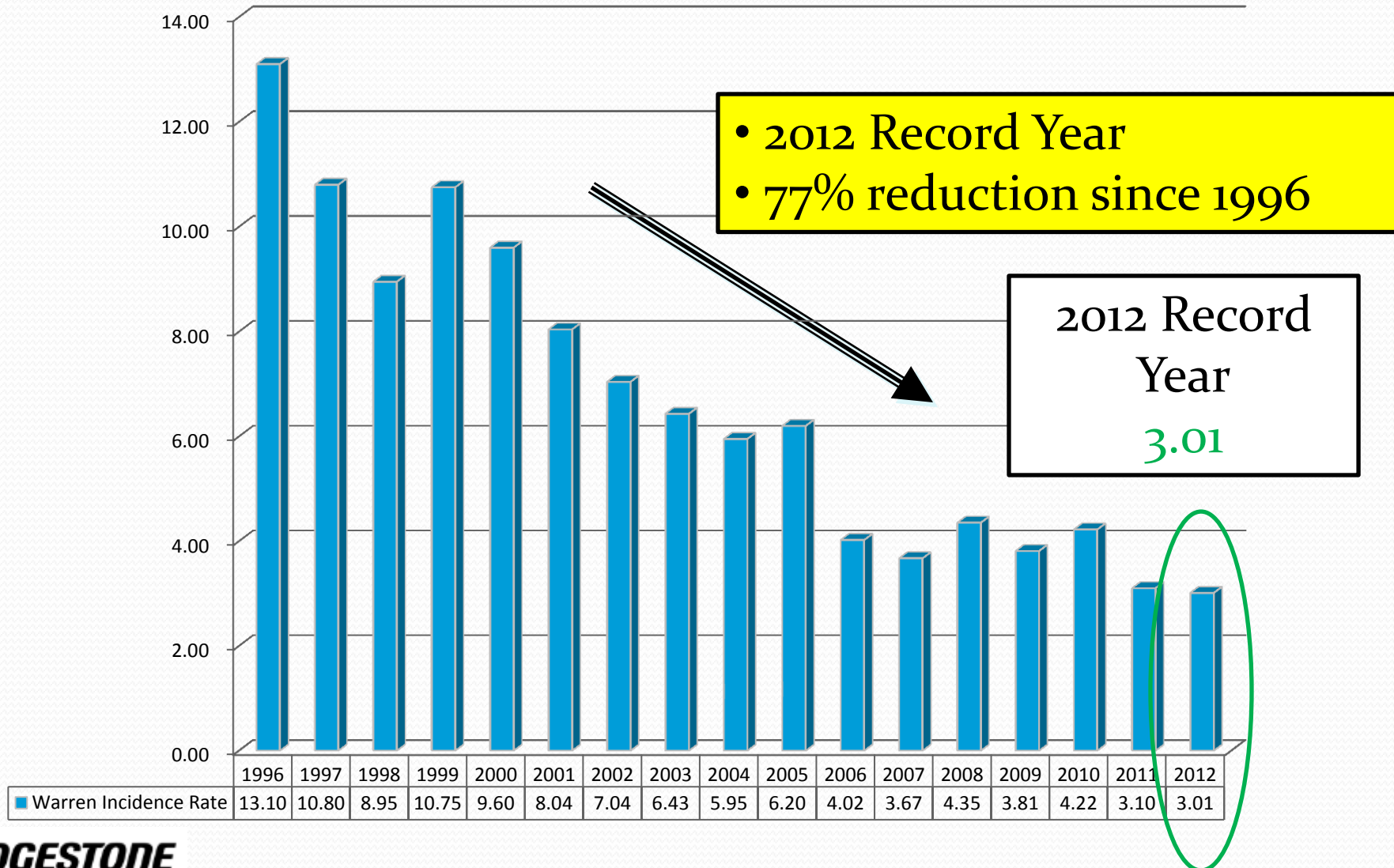
Benchmarking

- Network with people who do what you do!
 - What better way to get new ideas than from a group of people who face the same opportunities that you face?

Outcomes?

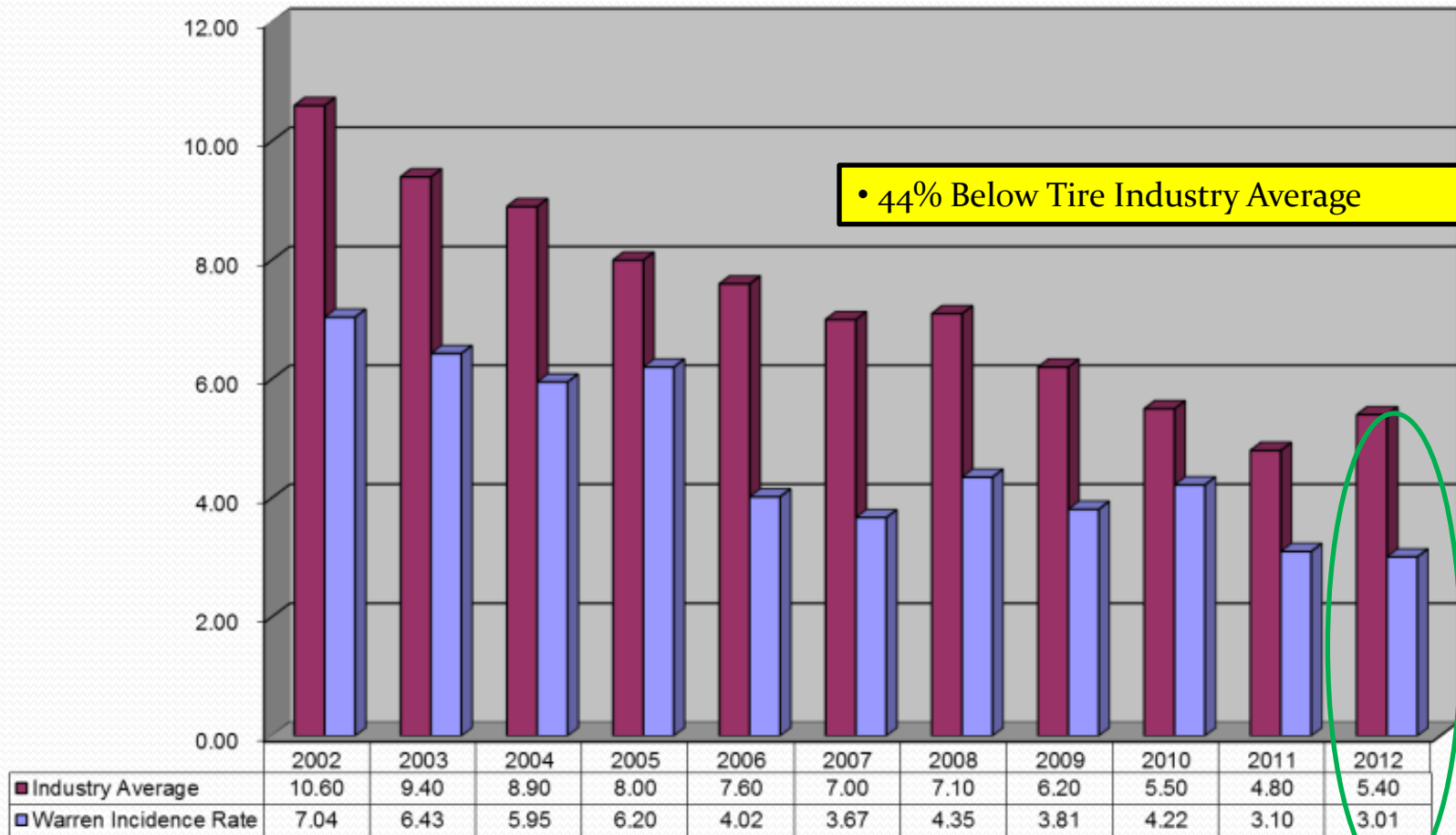
Measurable benefits of Safety and
Health program implementation

Warren OSHA Incidence Rate History

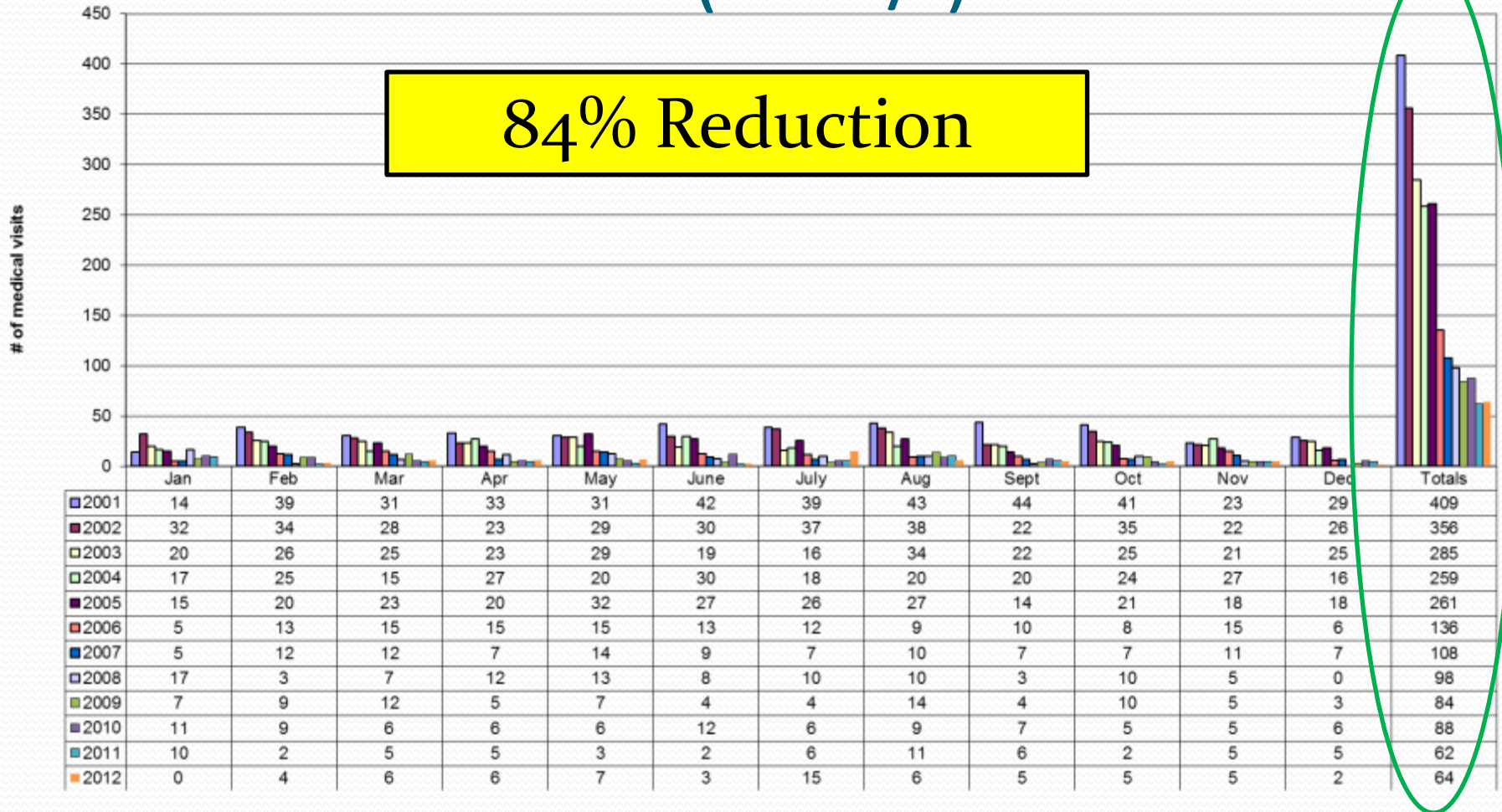


WARREN OSHA IR VS. TIRE INDUSTRY

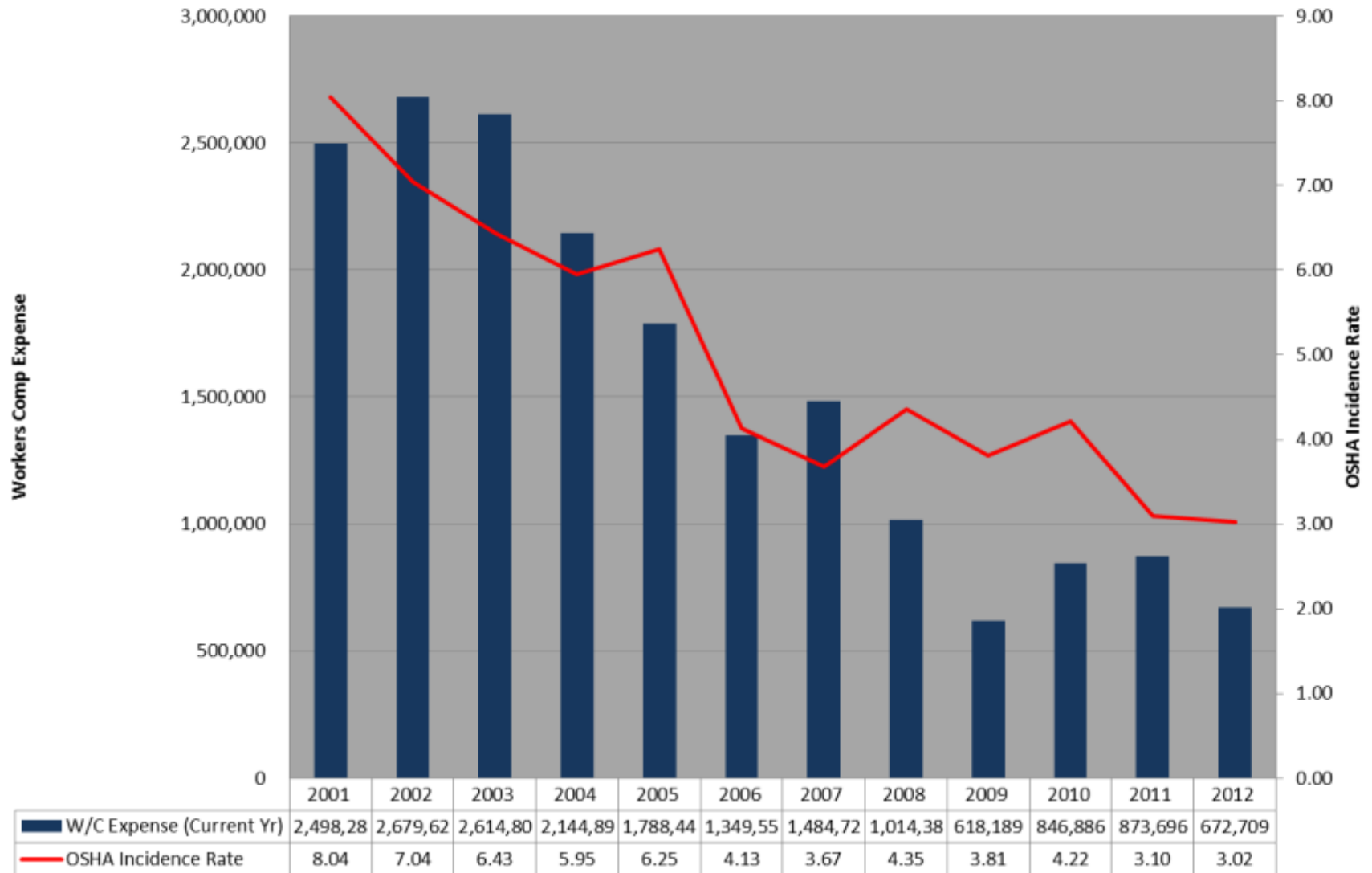
Warren OSHA Incidence Rate vs. Industry Avg.



FIRST AID CASES (ALL I/I) COMPARISON



Overall Workers' Comp vs. OSHA Incidence Rate

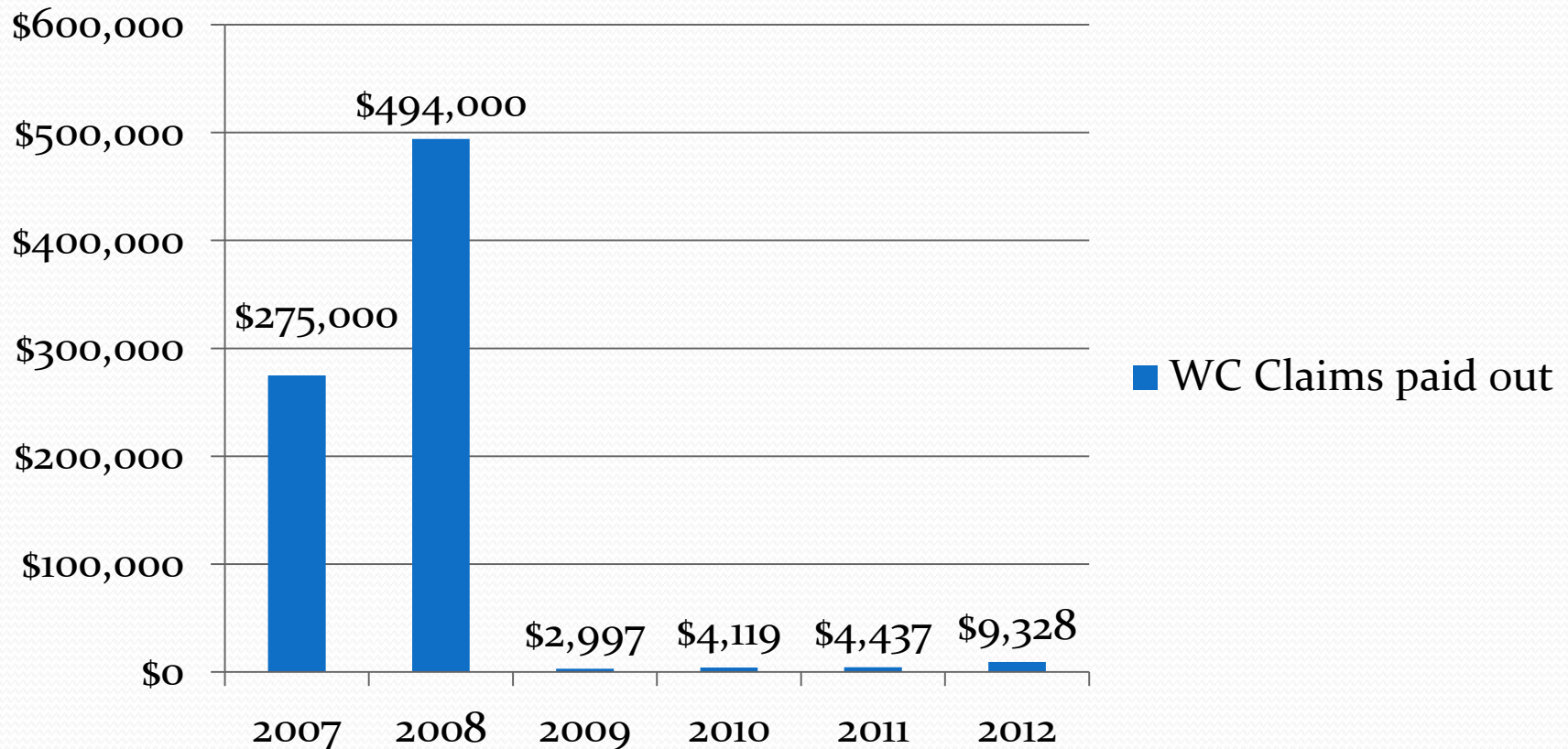


5 YEARS – No Lost Work Days

More than 2 million hours

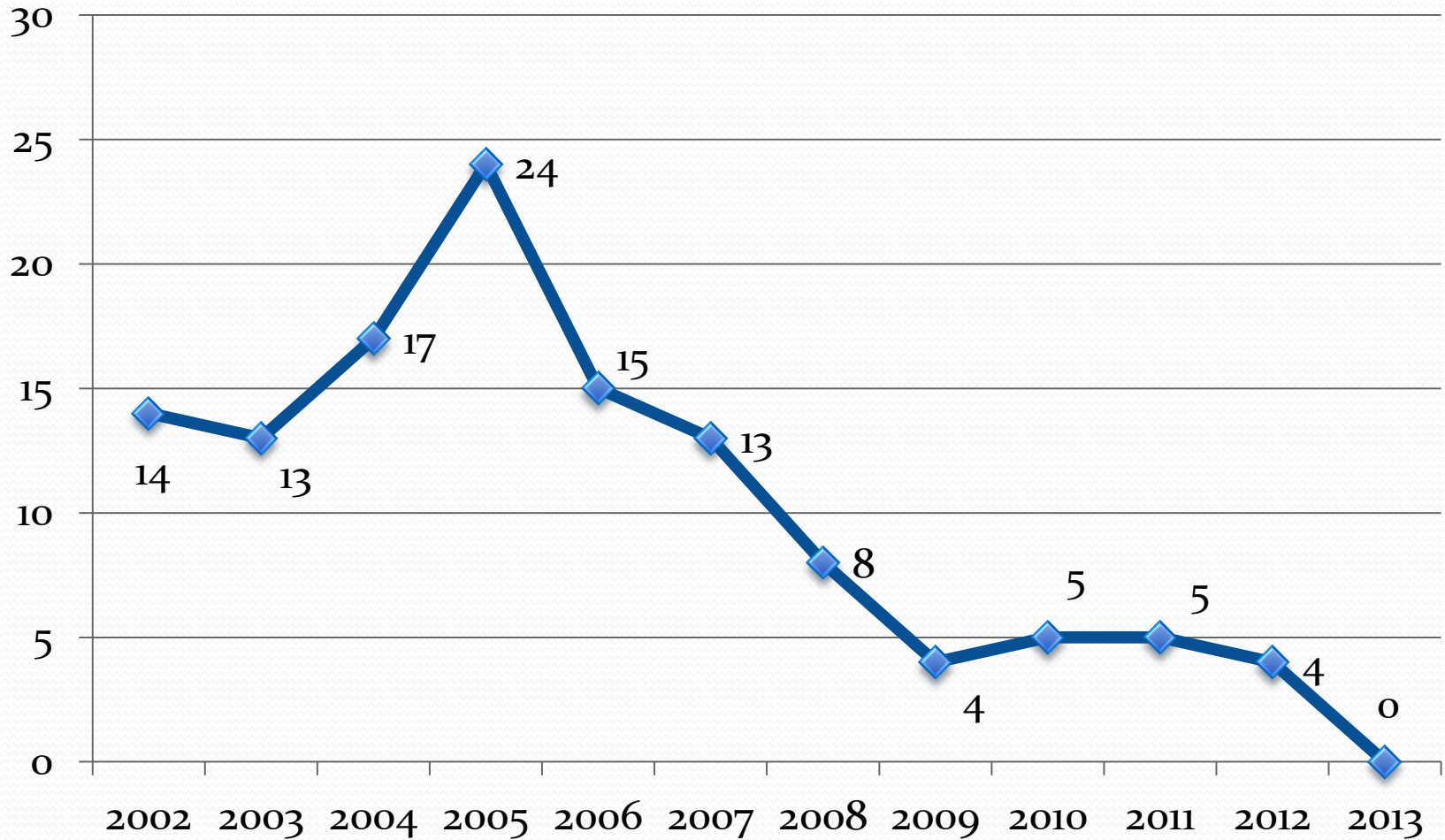
So why is this really important?

WC Claims paid out



When you compare 2007-2008 to the following 4 years, there is a 95.8% reduction in worker's compensation claims.

Recordable Injuries Since 2002



Acquired by Nucor –
August 2007

In conclusion..

- Safety and health programs can reduce costs
 - Managed approach
 - Consistency
 - Multi-layer involvement
- Must be a real effort with follow through to be successful
- May not be an overnight change
- The benefits are positive both to employers and employees